



The Pension Boards
United Church of Christ, Inc.



HIGHLIGHTS OF YOUR UCC LIFE INSURANCE AND DISABILITY INCOME (LIDI) BENEFIT PLAN

History

Since 1914, the Pension Boards-United Church of Christ, Inc. (PBUCC) has been a partner in ministry with those who serve the United Church of Christ (UCC). PBUCC offers comprehensive employee benefits programs for active and retired UCC clergy and lay employees and their eligible dependents, providing the highest standards of service, access, and options.

PBUCC assists those who serve the church in achieving health and economic security through:

- thought leadership regarding faith-based, socially responsible investing;
- professional investment expertise that enhances returns;
- a comprehensive mix of products and services that meet diverse needs;
- innovative application of technology; and
- outreach to all settings of the UCC and the greater church

Health Plan Mission

To provide the highest standard of service, access to care and options to active, inactive, and retired UCC clergy and lay employees.

January 2025

Dear UCC Colleague,

We are pleased to provide you with this copy of **Highlights of the UCC Life Insurance and Disability Income (LIDI) Benefit Plan.**

The LIDI Plan provides benefits in the event of death or disability. Coverage is provided through a group insurance contract issued by Metropolitan Life Insurance Company (MetLife). These benefits contribute to the security of income for you and those who depend on you.

The LIDI Plan has four key parts:

- A short-term disability program that can replace a portion of your income for up to 22 weeks;
- A long-term disability program that can replace a portion of your income when disability continues beyond the 22-week period;
- A life insurance benefit program; and
- A program of additional voluntary life insurance for you and your dependents

You are encouraged to read this booklet carefully to learn about the LIDI Plan's benefits. If you have any questions, please contact us at 1.800.642.6543.

We hope that you continue to be pleased with the benefits available to Plan participants, and we covenant to work with you to provide the best possible benefits at the most effective cost.

May you enjoy good health and abundant blessings.

Best regards,



Brian R. Bodager
President and Chief Executive Officer

Table of Contents

I. INTRODUCTION	4	IV. LIFE INSURANCE	7
II. ELIGIBILITY FOR BENEFITS	5	Active Member Life Insurance.....	7
Who Is Eligible?	5	Spousal and Same-Gender Domestic Partner Life Insurance	7
III. ENROLLMENT AND COVERAGE	6	Life Insurance for Retirees	7
Premiums	6	Personal Accidental Death or Dismemberment Benefit	8
Effective Date of Coverage	6	Optional Additional Life Insurance	8
Termination of Coverage	6	Optional Dependent Life Insurance for Spouse/Partner and Children	9
Continuation of Coverage After Employment Ends	6	Termination of Coverage	10
Taxability of Employer-Provided Group Term Life Insurance	6	Beneficiary Designations	11
		Military Duty and the UCC Life Insurance and Disability Income (LIDI) Benefit Plan	11
		<i>During Active Duty</i>	11
		<i>During a Period of Training</i>	11

V. DISABILITY INSURANCE 12

Short-Term Disability (STD) 12

Eligibility 12

Your Benefits 12

Summary of the Short-Term Disability Process 12

Reduction for Other Benefits 13

Exclusions and Limitations 13

Subrogation 13

Work Incentive Benefit 13

Taxability of Short-Term Disability Benefits 14

Long-Term Disability (LTD) 14

Eligibility 14

Your Benefits 15

Summary of the Long-Term Disability Process 16

Taxability of Long-Term Disability Benefits 17

Premium Waiver 17

Pre-Existing Condition Limitation 17

Reduction for Other Benefits 18

Subrogation 19

Work Incentive Benefit 19

Exclusions and Limitations 19

Death While on Long-Term Disability 20

Paid Family Leave 20

Appeals 20

Life Insurance Claims 20

Disability Claims 20



I. INTRODUCTION

The United Church of Christ (UCC) Life Insurance and Disability Income (“LIDI”) Benefit Plan (“Plan”) is designed to support UCC employees in performing their ministries for the church.

The Plan provides benefits in the event of death or disability. Coverage is provided through a group insurance contract issued by the Metropolitan Life Insurance Company (“MetLife”) and requires payment of individual premiums. This booklet provides you with the highlights of the Plan and does not replace or change the MetLife contract in any of its terms or coverages. These benefits contribute to the security of income for you and those who depend on you.

The Plan has four key parts:

- A short-term disability program that can replace a portion of your income for up to 22 weeks;
- A long-term disability program that can replace a portion of your income when disability continues beyond the 22-week period;
- A life insurance benefit program; and
- A program of additional voluntary life insurance.

You are encouraged to read this booklet carefully to learn about the Plan’s benefits.

If you have any questions, please contact us at:

Member Services Department
The Pension Boards–United Church of Christ, Inc.
475 Riverside Drive
Room 1020
New York, NY 10115-0059
1.800.642.6543
www.pbucc.org
info@pbucc.org



II. ELIGIBILITY FOR BENEFITS

Who Is Eligible?

Full-time* authorized ministers and full-time* lay workers employed by a UCC or UCC-related entity are eligible to apply for Plan coverage. For the purpose of this Plan, each group is defined as follows:

An authorized minister includes ordained, commissioned and licensed ministers, and members in discernment:

- with ministerial standing in an Association of the UCC (or a Conference acting as an Association) and employed by a church or other religious or charitable organization whether or not affiliated with the UCC; or
- with ministerial standing but self-employed in a field which, in the judgment of the Pension Boards, is related to the mission of the UCC.

A lay employee is someone who is a non-ordained, non-licensed, or non-commissioned employee of a UCC church or organization affiliated with the UCC.

**Note: An employee who works 20 or more hours per week is considered to be employed full time. Coverage in this Plan is on an individual basis. Only the employee for whom the premium is paid is covered. For example, in a situation where both the husband and wife are eligible employees, each must apply for coverage individually and have the appropriate payments made on their behalf.*



III. ENROLLMENT AND COVERAGE

You must apply for coverage under this Plan within 90 days of your initial UCC employment. If application for coverage is not made within this time period and Plan coverage is desired at some later date, you will be required to furnish a **Statement of Health** form to MetLife, which may deny Plan coverage based upon its review of your health status.

To apply and enroll for coverage, complete an enrollment application.

Premiums

The premium for benefits under the Plan is 1.5% of your “salary basis” and must be paid at the beginning of each month. The Pension Boards recommends that your employer pays premiums for you.*

The term “salary basis” for clergy refers to your cash salary plus your housing allowance. If your housing is furnished free of charge by your employer, salary basis will include the value of your housing as reported to the Pension Boards. However, for purposes of this Plan, salary basis cannot be more than 135% of your salary. If you are a lay employee, the salary basis is your annual cash salary.

Effective Date of Coverage

Coverage will become effective on the first day of the month after the acceptance of your application. If you are not actively at work on the day that your coverage would have otherwise become effective, your insurance will begin after your return to full-time work and the completion of seven (7) consecutively scheduled working days.

Termination of Coverage

Coverage will end when contributions are no longer paid, or on the last day of the month in which your employment ends. Coverage will also end if the Plan is terminated.

When you are once again employed by a UCC church or UCC-affiliated employer, you can re-enroll in the Plan within 90 days of your new employment without having to provide a **Statement of Health** form.

Continuation of Coverage After Employment Ends

If your employment ends, you have the option of continuing your coverage under an individual policy through MetLife. If you apply within 30 days of the termination of coverage, no medical exam will be required. To convert to an individual policy, contact MetLife at **1.877.275.6387** within 30 days of the termination of your coverage.

If you retire between the ages of 55 and 65 with five (5) or more consecutive years in the Plan and continue to pay the small premium until you turn age 65, you will have a \$10,000 death benefit before and after age 65. A smaller death benefit is payable if you have less than five (5) consecutive years in the Plan. No additional premiums will be due after age 65.

Disability coverage cannot be continued after termination of employment or retirement except for Members of the Association of UCC Interim Ministers. Members of the Association of UCC Interim Ministers are eligible to continue UCC Life Insurance and Disability Income Benefit Plan coverage for up to one year through The Pension Boards upon termination of employment.

* Taxability of Employer-Provided Group Term Life Insurance

Internal Revenue Service regulations require that the value of employer-provided Group Term Life Insurance coverage that exceeds \$50,000 be added to taxable income. Please refer to information in the booklet **Federal Reporting Requirements for Churches**, which is available on our website: **www.pbucc.org**.

IV. LIFE INSURANCE

Active Member Life Insurance

The Pension Boards provides basic life insurance to ensure that your survivors have some financial protection in the event of your death. The amount of coverage offered depends on your age, and decreases as you get older. The minimum benefit for actively working members is \$5,000.

Age	Life Insurance Benefit as a Percent of Annual Salary Basis*
Under 45	200%
45-54	150%
55-64	100%
65 and up	50%

* Life insurance benefit not more than \$300,000; rounded to the nearest \$100.

Spousal and Domestic Partner Life Insurance

A basic spousal or domestic partner ("partner") life insurance is provided to members active in the basic LIDI Plan at no cost to them. If your spouse/partner dies while you are actively employed, you will receive a benefit of \$5,000. This benefit continues to be in effect even if your spouse/partner dies while you are on disability. However, no benefit will be paid if your spouse/partner dies after you reach age 65.

If you and your spouse/partner are both active members of the Plan, this benefit is not payable in the event of your death or that of your spouse/partner. This is because when an active member dies, a significant benefit is paid, thus obviating the need for an additional \$5,000 benefit for a surviving spouse/partner who is also a member.

Life Insurance for Retirees

Early Retirees – A member retiring between 55 and 65 will have up to \$10,000 coverage on their life and \$5,000 coverage on their spouse's/partner's life after retirement as long as he or she continues to pay a small monthly premium. No premiums are due after age 65. The life insurance coverage on the member remains in force after age 65, but there is no coverage on the spouse/partner after the member attains age 65. (For this Plan, retirement means you are 55 or older and are no longer working for an employer that is making premium contributions to the Plan on your behalf.)

Normal Age Retirees – A member retiring on or after age 65 who has participated in this Plan for five (5) or more consecutive years before retiring is insured for \$10,000 with no premiums due. However, there is no coverage on a spouse/partner after the member attains age 65.

Early or Normal Age Retirees with less than five (5) consecutive years of Plan participation will receive a benefit (rounded to the nearest \$100, but not more than \$2,000) according to the following table:

Consecutive Years of Participation Before Retirement	Percent of Last Annual Salary Basis Before Retirement
Less than 2	4%
2-3	8%
3-4	12%
4-5	16%

Personal Accidental Death or Dismemberment Benefit

If you should die as the result of an accident, your beneficiary will receive an additional death benefit equal to your active member death benefit. In addition, if you suffer the loss of a limb, eyesight, or hearing, or suffer permanent paralysis due to an accident, you will receive a benefit that is a portion of your active member death benefit. This accidental death or dismemberment benefit is only paid if the loss occurs within 365 days after the date of the accident, and must be a direct result of bodily injury sustained from that accident, independent of other causes.

This benefit does not include payment for any loss that in any way results from or is caused by or contributed to by a number of causes, including but not limited to the following:

- physical or mental illness, diagnosis of, or treatment for, the illness;
- an infection, unless caused by an external wound that can be seen and which was sustained in an accident;
- suicide or attempted suicide;
- injuring oneself on purpose;
- the use of any drug or medicine;
- a war or warlike action in time of peace, including terrorist acts;
- committing or trying to commit a felony or other serious crime or an assault;
- any poison or gas, voluntarily taken, administered, or absorbed;
- service in the armed forces of any country or international authority, except the United States National Guard;
- operating, learning to operate or serving as a member of a crew of an aircraft; or while in any aircraft operated by or under any military authority (other than the Military Airlift Command); or while in any aircraft being used for a test or experimental purposes; or while in any aircraft used or designed for use beyond the Earth's atmosphere; or while in any aircraft for the purpose of descent from such aircraft while in flight (except for self preservation); and
- driving a vehicle while intoxicated as defined by the laws of the jurisdiction in which the vehicle was being operated.

Optional Additional Life Insurance

If you are covered under the basic LIDI Plan, you may request additional life insurance coverage. This special opportunity enables you to replace basic Plan coverage that will decrease as you get older, or to increase your life insurance.

Life insurance companies automatically require a review of health when application for life insurance coverage is made. However, if you request additional coverage within 90 days of joining the Plan, you will not be subject to a review of health. The minimum additional life insurance coverage you may request is \$10,000. The maximum coverage is the lesser of three (3) times your annual salary basis, or \$100,000, available in increments of \$10,000. In determining the maximum, your basic life insurance coverage provided under this Plan is not counted. However, if you do not request additional coverage within 90 days of joining the Plan, you must wait until the annual end-of-year open enrollment period to apply.

If you have a “qualifying event” and want to make a change in your coverage to be more consistent with your new family status, you can request a change within 90 days of the qualifying event. A qualifying event includes:

- marriage;
- formation of a domestic partnership;
- birth, adoption or placement for adoption of a dependent child;
- divorce, legal separation or annulment; or
- the death of a dependent.

At that time, you can request \$10,000 of additional coverage without submitting a **Statement of Health** form. If you request more than \$10,000 of additional coverage, you must provide a **Statement of Health**. Standard life insurance procedures will be used by MetLife to determine if additional coverage can be issued. Also, you will not be required to provide health information for a request for additional coverage to replace a decrease in coverage due to your age increase if that request is made within 90 days of the date that your coverage decreased.

Premiums will be based on special group rates provided by MetLife and will be determined by the amount of coverage you receive and your age at the time of the premium billing. Premiums for additional life insurance coverage are billed to you directly and are in addition to basic Plan premiums paid by your employer.

Optional Dependent Life Insurance for Spouse/Partner and Children

If you are covered under the basic LIDI Plan, you may also request additional life insurance coverage for your spouse/partner and optional life insurance

coverage for your dependent child(ren) under one of the following two options:

- Option 1: Additional \$10,000 coverage for your spouse/partner and \$5,000 coverage for dependent child(ren).
- Option 2: Additional \$25,000 coverage for your spouse/partner and \$10,000 coverage for dependent child(ren).

Note: You cannot mix and match options. For example, you cannot elect Option 2 for your child(ren) and Option 1 for your spouse/partner or vice versa. The maximum coverage that can be obtained for your spouse/partner is \$25,000 but this amount can only be obtained if it does not exceed the total insurance coverage (i.e., basic + optional/additional) that you (the member) have.

Coverage under Option 1 is available without your spouse/partner providing a *Statement of Health* unless your spouse/partner or dependent was hospitalized during the 90 days prior to the date of application, in which case a *Statement of Health* form is required. Coverage under Option 2 is available only if your spouse/partner provides a *Statement of Health* that is approved by MetLife for additional coverage.

If you and your spouse/partner are both in UCC-related employment and are both active in the basic LIDI Plan, each can participate in the Optional Dependent Benefit Plan and cover the other. Note, only one of two parents can cover dependent child(ren). However, this coverage will terminate if the domestic partnership ends or if there is a divorce.

Optional dependent coverage will cover children up to the end of the month in which they reach age 26. Once a child is no longer eligible, they may convert to an individual policy. Disabled children over 26 are eligible for coverage, pending review of disability by MetLife.

If you do not have a spouse/partner or dependent when you are first enrolled in the Plan, you must request life insurance coverage within 90 days of your marriage or within 90 days of the birth, adoption or legal placement of a child in your care. Otherwise, a *Statement of Health* form from MetLife would be required. You may obtain coverage for your domestic partner without providing evidence of good health within 90 days of the six-month period following the commencement of your domestic partnership.

You will be billed for the coverage at the beginning of each month.

Note:

- *A newborn child enrolled in Optional Dependent Life Insurance will not be eligible for coverage the first 14 days after birth. Children in the military, children living outside the United States or Canada, and children 19 years of age or older who are employed full-time cannot be covered.*
- *If you divorce your spouse or dissolve your domestic partnership, the Pension Boards cannot continue to bill you for Optional Additional Coverage for that person. However, if you wish, we can continue to bill you for the coverage for your dependent child(ren).*

Termination of Coverage

Additional/optional life insurance coverage will end when you cease to be a member of the Plan, when premiums are no longer paid, or if the contract with MetLife is cancelled or this Plan is terminated. If your employment ends, you will no longer be eligible to continue this coverage through the Pension Boards. You do, however, have the option of converting it to an individual policy with MetLife. Members receiving disability benefits under the Plan can continue optional life coverage. You will continue to be billed on a personal basis.



Beneficiary Designations

You will automatically be the sole beneficiary on the life insurance coverage for your spouse/partner and dependent child(ren). You may designate anyone as the beneficiary of your life insurance benefit. If you do not designate a beneficiary, or if your designee predeceases you, life insurance benefits will be paid to the surviving persons in the categories and order listed below:

1. A surviving spouse or domestic partner;
2. Equally to surviving children;
3. Equally to your surviving parents; or
4. Your estate.

Military Duty and the UCC Life Insurance and Disability Income (LIDI) Benefit Plan

During Active Duty

An employee is on active duty when serving as full-time military personnel or while in transit to or from an active duty military assignment. At that time there is no salary from the church because the salary is paid by the military. However, during this time the Plan's basic life coverage will be continued based on the employee's salary basis in effect immediately prior to the start of active duty. This coverage will continue as long as premiums are paid by either the employer or employee. However, the benefit for accidental death or dismemberment would not be payable due to the contractual exclusion.

Any additional life insurance or dependent life insurance will continue as long as all premiums have been paid for those coverages.

During a period of military duty, a member will not be eligible to receive any disability benefits. This is because the amount that is received as a disability benefit is income replacement and, because there is no UCC-affiliated employer salary being paid while on military duty, there is no longer an income replacement benefit from MetLife.

During a Period of Training

Members called to serve a two-week or weekend training program are not considered to be on active duty. They are still employees with a salary on which to base the payment of benefits. The full coverage of basic life insurance continues. In this situation, as death would not be an act of war (albeit during a time of war), the benefit for accidental death or dismemberment would be paid, subject to the regular provisions of the Plan.

Any additional life insurance or dependent life insurance will continue as long as all premiums have been paid for those coverages. Also, the benefit for accidental death or dismemberment would be payable, subject to normal Plan exclusions.

If a death should occur while traveling to or from the place of training, benefits will be paid by MetLife as the member's employment is with the church or church-related organization.

During this period of time, a member is eligible to receive disability benefits, and the full coverage of income replacement continues subject to Plan exclusions.

V. DISABILITY INSURANCE

“Disability” or “disabled” means that, due to sickness, pregnancy or accidental injury, you are receiving appropriate care and treatment from a doctor on an ongoing basis and are unable to earn more than 80% of your pre-disability salary basis at your own occupation. The disability benefit you will receive is considered “income replacement” and not a salary.

Short-Term Disability (STD)

Eligibility

To be eligible to receive STD benefits you must be enrolled in the basic Life Insurance and Disability Income (“LIDI”) Benefit Plan. Also, the premiums paid on your behalf by your employer must be up to date. There is no pre-existing condition limitation applied to short-term disability benefits.

Your Benefits

After you are out of work for 30 consecutive days due to sickness or accidental injury, the Plan will begin weekly payments of 60% of your salary basis if your disability continues. These first 30 days are referred to as the “30-day waiting period” and benefits are not payable during this time. The minimum weekly benefit is \$20 and the maximum weekly benefit is \$1,384.62. If you go back to work for less than 90 days and then return to disability leave, you will not need to satisfy another 30-day waiting period before your benefits can begin again.

The maximum duration for STD benefits is 22 weeks. During this time your employer continues to pay Annuity Plan dues, and premiums for the LIDI Plan and the UCC Medical and Dental Benefits Plan on your behalf.

Note: For pregnancy, STD benefits are paid without regard to the 30-day waiting period. Unless complications warrant an extension, six (6) weeks of short-term disability payments are provided for a normal delivery and eight (8) weeks for a Caesarean section.

Summary of the Short-Term Disability Process

- a) Contact Metropolitan Life Insurance Company (“MetLife”) toll-free at **1.800.300.4296** to apply for STD benefits as soon as you and your doctor feel reasonably certain that your illness or injury is going to prevent you from working beyond the 30-day waiting period. They will assist you through the process.
- b) After processing the information received, MetLife will notify both you and the Pension Boards whether your claim has been approved or denied.
- c) If your claim has been approved, short-term disability payments will be issued by MetLife each week for the duration that your disability benefits have been approved.
- d) Benefit eligibility is reviewed periodically by MetLife and is based on the continuing medical condition that caused the disability. The frequency of review is based on the nature of the disability and the course of medical treatment in which you are actively engaged.

Reduction for Other Benefits

The amount of your STD benefit will be reduced, dollar for dollar, by any other benefits you and your family are eligible to receive as a result of the disability. For example, the benefit will be reduced by:

- a) any weekly or monthly benefit for time lost from work under any Workers' Compensation or similar law
- b) any weekly or monthly benefits from a compulsory State cash sickness plan or similar government-sponsored plan
- c) any weekly or monthly benefits received as disability payment through:
 - No-fault automobile laws
 - Workers' Compensation
 - Occupational disease laws
 - Third-party recovery
 - Unemployment insurance laws
- d) any pension from the Annuity Plan for the United Church of Christ, provided the benefits are due to employer contributions

Note: This means that if you have started your UCC annuity and then opted to work for a UCC employer and are participating in the basic LIDI Plan, you are eligible to receive disability benefits. However, any Short-Term Disability (STD) benefit that you receive will be reduced dollar for dollar by any amount that you receive as an annuity, but not below the \$20 per week minimum STD benefit.

Exclusions and Limitations

Benefits are not payable for occupational disabilities. No benefits will be paid for injuries resulting from, but not limited to, the following:

- war, insurrection, rebellion, or terrorist acts;
- active participation in a riot;
- intentionally self-inflicted injuries or attempted suicide;
- the commission of a felony; or
- elective treatments or procedures.

Subrogation

If you are injured or become disabled through the act of a third party, this Plan will provide benefits for such injury or disability. Acceptance of benefits will constitute consent by you to assist the Plan with recovery of disability payments related to the injury or illness. If you receive payment from a third-party lawsuit, settlement, or otherwise, of an amount up to and including the value of any disability benefits paid by the Plan, you are obligated to reimburse the Plan for the value of those benefits.

Work Incentive Benefit

The LIDI Plan includes a Work Incentive Benefit that provides financial incentives if you are working while partially disabled. The Work Incentive Benefit allows replacement of up to 100% of your indexed pre-disability salary basis. If you are going to receive any compensation for work you perform while on STD, you must notify MetLife.

The Work Incentive Benefit includes:

- **Mandatory Rehabilitation Program** – Effective rehabilitation helps employees return to productive employment. A rehabilitation program may mean returning to work full-time or part-time or participating in vocational or physical therapy. The program is developed in combination with the member, physician(s), and a MetLife rehabilitation specialist.
- **Incentive Benefit** – As an incentive, participation in this rehabilitation program increases your monthly benefit 10% (before reduction for other benefits) if you participate in an approved program. Failure to participate will result in the cessation of benefits.

Taxability of Short-Term Disability Benefits

For lay employees, STD benefit payments are subject to federal income tax and to Social Security and Medicare tax withholding during the first six (6) months of disability. After this period, benefit payments are exempt from social security and medicare taxes.

Disability benefits paid to clergy are designated as eligible for “housing allowance.” This means that a disabled minister can exclude from taxable income up to 100% of disability benefits received, to the extent that benefits are used to rent or provide a home and that the overall statutory limitations on housing allowance (for example, the fair rental value of the housing) are not exceeded. However, because lay employees are not eligible for the housing allowance benefit, MetLife is required to withhold taxes from their weekly disability benefits. The member

provides Metlife with information on their tax filing status and, based on that information, social security and medicare taxes are withheld.

Each January, MetLife sends members who have received short-term disability benefits a Form W-2 stating the amount of short-term disability benefits paid in the prior year. Metlife also sends a notification to the Department of Labor.

Long-Term Disability (LTD)

Eligibility

After receiving 22 weeks of Short-Term Disability (STD) benefits, you could be eligible for Long-Term Disability (LTD) benefits, if approved by MetLife, and if you continue to receive appropriate care and treatment from a doctor on an ongoing basis.

- During the STD period and the next 24 months, you are unable to earn more than 80% of your “Indexed Pre-Disability Salary Basis”* at your own occupation for any employer in your local economy.
- After you receive LTD benefits for 24 months, you are unable to earn more than 60% of your indexed pre-disability salary basis from any employer in your local economy at any gainful occupation for which you are reasonably qualified, taking into account your training, education, experience, and pre-disability salary basis.

**Indexed Pre-Disability Salary Basis is the amount of your gross salary or wages from your employer as of the day before your disability began. This is calculated on a monthly basis. “Indexing” means that your pre-disability salary basis will be increased by 7% each year.*



The first increase will take place on the date on which the thirteenth monthly benefit is payable under the long-term disability portion of the Plan. Subsequent increases will take effect on each anniversary of the first increase. This feature is designed to keep the original pre-disability salary basis up to date with inflation for the purpose of determining your continued eligibility for benefits. This adjustment does not increase the LTD benefit and is not the same as a cost-of-living adjustment.

Your Benefits

After you are out of work for 180 days due to a disability resulting from sickness or injury, the Plan will begin monthly payments of 66.67% of your salary basis if your disability continues and you are approved for benefits. The minimum monthly benefit is \$100 and the maximum monthly benefit for new claimants is \$6,000.

The maximum length of time that LTD benefits will be paid depends on the age at which you become disabled while actively employed. The maximum length of time for payment of long-term disability benefits is indicated on the following table:

If Your Age at The Start of Your Disability Is:	The Maximum Duration of Benefits Is:
Less than 60	To age 65
60	60 months
61	48 months
62	42 months
63	36 months
64	30 months
65	24 months
66	21 months
67	18 months
68	15 months
69 and over	12 months

If you are a member of the Annuity Plan for the United Church of Christ at the time you become eligible for LTD benefits, 7% of your pre-disability salary basis will be paid by MetLife into your Annuity Plan account.

Members receiving LTD benefits will be granted a cost of living adjustment equal to the lesser of the Consumer Price Index (CPI) or 3%. There will be no change to the contribution to the Annuity Plan.

Summary of the Long-Term Disability Process

After 22 weeks of STD benefits, if your doctor recommends that you cannot return to work and should continue to be on disability, MetLife will process your disability claim to determine whether you are eligible to receive LTD benefits. If you are approved, LTD benefits generally continue until age 65. However, a total lifetime benefit for long-term disability due to a behavioral or mental health condition is limited to 24 months.

If approved for long-term disability, you will receive a monthly check based on 66.67% of the pre-disability salary basis cash plus housing allowance for clergy, and only salary for lay employees. The minimum monthly benefit is \$100 and the maximum monthly benefit for new claimants is \$6,000. LTD benefits are reduced dollar for dollar by Social Security Disability benefits that you and your family are eligible to receive as a result of the disability, but not below the \$100 monthly minimum.

As soon as you are approved for long-term disability benefits,

1. apply for Social Security Disability benefits;
2. provide MetLife with proof of application; and

3. inform MetLife of the approval or denial of your Social Security Disability benefit claim.

Your employer is no longer responsible for your Annuity Plan, or LIDI Plan contributions after you are approved for LTD benefits. Your plan benefits are covered as follows:

1. If your employer was contributing to your UCC Annuity Plan, MetLife will contribute 7% of salary basis to your UCC Annuity Plan account
2. If you were participating in the UCC Medical and Dental Benefits Plan prior to the start of your disability benefits, the UCC Medical and Dental Benefits Plan premiums are covered by the LIDI Plan.
3. Contributions for the basic LIDI Plan benefit are paid by the LIDI Plan. Both clergy and lay employees will be billed personally for any optional life coverages they may have.* Once MetLife approves the premium waiver (see the **Premium Waiver** section on the following page), premiums for both basic and optional coverages no longer have to be paid as long as the member is on long-term disability. This applies to both clergy and lay employees.
4. If a minister on LTD loses ministerial standing, all the above-mentioned premium payments cease.

* Once approved for LTD, elections for optional/ additional life insurance and/or dependent life insurance for spouse/partner and children cannot be made.

5. To continue receiving LTD benefits, your doctor is required to provide MetLife with updates on your medical condition at regular intervals.
6. LTD benefits are taxable income if the premiums were paid by the employer. Members will receive a Form W-2 from MetLife after year-end. Benefits paid to clergy are eligible for housing allowance treatment.

Taxability of Long-Term Disability Benefits

LTD benefit payments are subject to federal income tax if the premiums were paid by the employer. However, disability benefits paid to clergy are designated as eligible for "housing allowance." This means that a disabled minister can exclude from taxable income up to 100% of disability benefits received, to the extent that benefits are used to rent or provide a home and that the overall statutory limitations on housing allowance (for example, the fair rental value of the housing) are not exceeded. However, as lay employees are not eligible for the housing allowance benefit, MetLife is required to withhold taxes from their disability benefits. You should provide MetLife with your tax filing status, so that taxes will be withheld, based on your election.

Each January, MetLife sends members receiving LTD benefits a Form W-2 stating the amount of disability benefits paid in the prior year. MetLife will also send a notification to the IRS.

Premium Waiver

Once approval for a premium waiver has been received from MetLife, the premiums for both basic and optional LIDI no longer have to be paid for as long

as the member is on long-term disability. If your disability continues until age 65 (at which time you will start an annuity), you will be eligible for a paid-up \$10,000 death benefit. At that time, you will be provided with information on how to convert the optional life insurance coverage to an individual policy.

A premium waiver becomes effective after a six-month waiting period has been met. The start of the waiting period is the day after the last day that the employee has worked (i.e. the disability start date). However, there is a limiting age for premium waiver. If you become disabled at age 60 or over, you would not qualify for the premium waiver. If you are enrolled in the Optional Additional and/or the Optional Dependent life insurance coverages, and have not qualified for the premium waiver, the Pension Boards will continue to bill you on a personal basis for the premiums.

Pre-Existing Condition Limitation

No benefits will be paid for a disability resulting from a pre-existing condition, unless the disability begins after you have been covered under the Plan for 12 consecutive months. A pre-existing condition is a condition for which, in the three (3) months prior to your effective date of coverage, you:

- a) received medical treatment, consultation, care, or service;
- b) took prescription medication or had medications prescribed; or
- c) had symptoms that would cause a reasonably prudent person to seek diagnosis, care, or treatment.

Reduction for Other Benefits

The amount of your LTD benefit will be reduced, dollar for dollar, by any Social Security benefits you and your family are eligible to receive as a result of the disability. The benefit also will be reduced by:

- a) any compensation received during total disability:
 - any weekly or monthly benefits for time lost from work under any Workers' Compensation or similar law
 - any weekly or monthly benefits from a compulsory State cash sickness plan or similar government-sponsored plan
- b) any weekly or monthly benefit received as disability payment through:
 - No-fault automobile laws
 - Workers' Compensation
 - Occupational disease laws
 - Third-party recovery
 - Unemployment insurance laws
- c) any pension provided from the Annuity Plan for the United Church of Christ

Note: This means that if you have started your UCC annuity and then opted to work for a UCC employer and are participating in the basic LIDI Plan, you are eligible to receive disability benefits. However, any Long-Term Disability (LTD) benefit that you receive will be reduced dollar for dollar by any amount that you receive as an annuity, but not below the \$100 per month minimum LTD benefit.



The amount of Social Security benefits used to determine this Plan's total disability benefits will be based on the Social Security law in effect on the first day for which you are eligible to receive Plan benefits. Later increases in Social Security Disability benefits will not further reduce the amount of your benefits under the Plan.

Subrogation

If you are injured or become disabled through the act of a third party, this Plan will provide benefits for such injury or disability. Acceptance of benefits will constitute consent by you to assist the Plan with recovery of disability payments related to the injury or illness. If you receive payment from a third-party lawsuit, settlement, or otherwise, of an amount up to and including the value of any disability benefits paid by the Plan, you are obligated to reimburse the Plan for the value of those benefits.

Work Incentive Benefit

The LIDI Plan includes a Work Incentive Benefit that provides financial incentives if you are working while partially disabled. The Work Incentive Benefit allows replacement of up to 100% of your indexed pre-disability salary basis. If you are going to receive any compensation for work you perform while on LTD, you must notify MetLife.

For 24 months from the date that LTD benefit payments begin (the "no offset period"), your benefit will not be reduced for rehabilitation or part-time earnings. After that, your benefit will be reduced by 50% of your rehabilitation earnings.

The Work Incentive Benefit includes:

- **Mandatory Rehabilitation Program** – Effective rehabilitation helps employees return to productive employment. A rehabilitation program may mean returning to work full-time or part-time or participating in vocational or physical therapy. The program is developed in combination with the member, physician(s), and a MetLife rehabilitation specialist.
- **Incentive Benefit** – As an incentive, participation in this rehabilitation program increases your monthly benefit 10% (before reduction for other benefits) if you participate in an approved program. Failure to participate will result in the cessation of benefits.

Exclusions and Limitations

Total lifetime benefits for long-term disability due to a behavioral health condition are limited to 24 months.

Benefits for disability due to alcohol, drug, or substance abuse or chemical dependency are limited to one period of disability lasting up to 24 months. Benefits will cease earlier if you refuse or cease to participate in a rehabilitation program.

No benefits will be paid for injuries resulting from:

- war, insurrection, rebellion, or terrorist acts;
- active participation in a riot;
- intentionally self-inflicted injuries or attempted suicide;
- the commission of a felony; or
- elective treatment or procedure.

Death While on Long-Term Disability

If you die while receiving LTD benefits, your beneficiary will be paid the death benefit based on your age at the time of death and your pre-disability salary basis.

Health premiums for your surviving spouse/partner (if they were covered by the UCC Medical and Dental Benefits Plan while you were receiving disability benefits) will be paid by the Pension Boards until he/she reaches age 65, even if your spouse/partner opts to start receiving an annuity.

Paid Family Leave

If you reside in a state that mandates your employer provide paid family leave, please contact your state Department of Labor.

Appeals

Plan participants may submit appeals directly to MetLife for Life & Disability Claims.

Life Insurance Claims

Phone #800-638-6420

Fax #570-558-8645

Email: Lifecclaimssubmit@metlife.com

Disability Claims

MetLife Disability

PO Box 14592

Lexington, KY 40512-4592

Fax # 1-844-380-0569

To access Life and Disability Plan forms and applications, please visit The Pension Boards website at www.pbucc.org.

If you have additional questions, please contact us:

The Pension Boards - United Church of Christ
Member Services Department
475 Riverside Drive
Room 1020
New York, NY 10115-0059
1.800.642.6543
www.pbucc.org
info@pbucc.org



The Pension Boards
United Church of Christ, Inc